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CANADA

MMK CONSULTING

A Comparison of Personal Taxes and Cost of Living in Alberta, Canada and the United States

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1 Executive summary and conclusions

This study examines Alberta's competitiveness in terms of total cost of living for high-tech empioyees at five different salary levels, and compares a total of 14 jurisdictions.

This study confirms that personal taxation costs in Canadian jurisdictions are higher than in the US, but also finds that this difference is generally offset by lower costs in Canada for housing, and for the purchases of general goods and services. Therefore, rather than taxation or cost of living, a greater consideration for technology employees is likely to be the differential in pre-tax salaries that is widely recognized as existing between Canada and the United States.

The analysis presented in this report is based on cost of living data as at December 2001, with tax data updated to reflect the 2002 taxation year. All figures are expressed in Canadian dollars, converted as required at a rate of US $1.00 = C$0.6256.

Based on the methodology and approach employed in this study, as described in Chapter 2, our key findings are as follows:

Personal Taxation Costs - Personal taxation cost comparisons are based on total personal taxes, including federal income tax, provincial or state income tax, statutory plans, sales tax and, where applicable, property tax. This study confirms that personal tax costs in Canada are higher than in the US for the jurisdictions examined, with the gap between the US and Canada increasing directly with income. The absence of provincial sales tax and low (by Canadian standards) provincial income taxes result in Alberta generally offering the lowest total personal taxation costs among the Canadian cities examined.

Total Cost Of Living (including taxes) - As income increases, most US cities become increasingly competitive in terms of total cost of living, due to a mix of taxation and housing cost advantages at higher income levels. In contrast, the relatively higher Canadian personal taxation costs noted above, result in most Canadian cities becoming significantly less competitive as income increases. However, the cities examined in Alberta manage to escape this trend and rank very well in terms of cost of living across all income levels, due to the taxation advantage Alberta has over other Canadian jurisdictions, combined with relatively low costs for high-class housing in Alberta.

Generally however, all the Canadian cities improved in their overall ranking in comparison to the same study conducted in March 2001. Vancouver, Montreal and Toronto had improvements in four of the five salary levels, with the remainder of the Canadian cities having increases in at least one of the five salary levels. The exception is Lethbridge, which maintained the first place ranking for all levels for both the 2001 and 2002 studies. This improvement for the Canadian cities is the result of both the reduction in personal income tax in Canada and the decline of the Canadian dollar.

University Education Costs – Large publicly funded universities have a far more significant role in providing higher education in Canada than in the US. In Canada, 63% of the institutions examined have more than 10,000 students, while only 27% of the US universities examined exceed this mark. In Canada, fees at most universities range from C$2,500 to C$5,000 for in province or out-of-province students. In contrast, US fees range from C$3,099 to C$7,796 for in-state students at state universities, and from C$12,372 to C$41,925 for out-of-state students or students attending private universities.

2 Background, scope and methodology

2.1 Project background

During 2000 and 2001, on behalf of Alberta Economic Development (AED), KPMG Consulting LP completed analyses of personal taxes and other living costs for individual high-tech employees in Alberta as compared to a small number of competing Canadian and US jurisdictions. The approach taken in those studies reflected the fact that a comprehensive approach to examining taxation and cost of living was required to make meaningful comparisons, due to significant differences in tax types and rates, government service levels, and general living costs between jurisdictions. These previous studies were based on data supplied by Runzheimer Canada.

This new study by Runzheimer Canada, in conjunction with MMK Consulting Inc., represents an update of these previous studies. The Runzheimer and MMK professional involved in this update were the same individuals who were responsible for the 2000 and 2001 studies.

2.2 Locations examined

This study examines personal taxation and living costs in a total of 14 cities, seven in Canada and seven in the United States. The cities examined are listed in Exhibit 2.2.1.

Exhibit 2.2.1
Locations examined in this study

Canada	United States
Calgary, AB	Boise, ID
Edmonton, AB	Boston, MA
Lethbridge, AB	Colorado Springs, CO
Montreal, QC	Minneapolis, MN
Ottawa, ON	Phoenix, AZ
Toronto, ON	San Jose, CA
Vancouver, BC	Seattle, WA

These cities were chosen to correspond with previous AED Cost of Living studies.

2.3 Scope and methodology

To compare personal taxation costs and living costs, this study focuses on the costs faced by five high-tech employees ("sample taxpayers") in each city:

- A newly qualified science/technology certificate holder/undergraduate, earning $40,000 salary, single with no dependents, and living in rental accommodation.
- A science/engineering university graduate with two years' experience, earning $60,000 salary, married to a wage-earning spouse, no children, and living in a detached starter home.
- A senior technical/professional/business manager, earning $80,000 salary, married to a wage-earning spouse, two dependent children, and living in a detached mid-range home.
- A senior technical/professional/business manager, earning $100,000 salary, married to a wage-earning spouse, two dependent children, and living in a detached mid-range home.
- An executive technical/professional/business manager, earning $150,000 salary, married to a wage-earning spouse, two dependent children, and living in a detached executive home.

This study is based on data from the Runzheimer Plan of Living Cost Standards, an extensive cost of living methodology and database developed and maintained by Runzheimer in Canada and the United States. Runzheimer Canada contracted with MMK Consulting to undertake further analysis of this data, including the updating of all taxation costs to reflect the 2002 tax year. The results presented in this report reflect the findings of Runzheimer Canada, as reviewed, refined and interpreted by MMK Consulting.

The taxation analysis considers not only the impact of personal taxes on salary, but also taxation costs associated with interest, dividend and other forms and amounts of income typically earned by taxpayers at each of these salary levels, as well as key non-income taxes such as real estate taxes and sales taxes. In addition, the taxation analysis also includes the cost to each employee of contributions to required statutory plans, such as government pension, employment insurance, and/or medical plans.

The cost of living analysis includes the cost of accommodation, transportation and other goods and services purchased over the course of a year. The cost of living analysis is based on "typical lifestyle" assumptions for each of the individuals, as set out in Exhibit 2.3.1. These assumptions include.

- Selection of residential location is based on current trends among similar professionals.
- Other lifestyle assumptions, such as choice of vehicles, goods, services, etc., are standardized across all locations, but again reflect general trends and lifestyle preferences observed among professionals similar to the individuals being examined in this study on a national basis.

Exhibit 2.3.1
Family characteristics, housing and transportation assumptions

Income Level	Family Characteristics	Housing Characteristics	Personal Automobiles
$40,000	1 Person Apartment Renter	1,000 sq. ft., 4 rooms, 2 bedrooms, 1.5 baths Inner City location.	1999 Buick Regal
$60,000	2 Persons Home Ownership	1,400 sq. ft. 6 rooms, 3 bedrooms, 1.5 baths Located in a neighbourhood with property values typical of the metro average.	1999 Buick Regal 1997 Ford Contour
$80,000	4 Persons Home Ownership	1,900 sq. ft. 7 rooms, 3 bedrooms, 2.5 baths Located in a neighbourhood with property values typical of the metro average.	2001 Ford Taurus 1997 Chevrolet Cavalier
$100,000	4 Persons Home Ownership	2,100 sq. ft. 8 rooms, 4 bedrooms, 2.5 baths Located in a neighbourhood with property values typical of the metro average.	2001 Mercury Grand Marquis 1997 Oldsmobile Cutlass Supreme
$150,000	4 Persons Home Ownership	2,800 sq. ft. 8 rooms, 4 bedrooms, 2.5 baths Located in a neighbourhood with property values at the upper-end of the range for the metro average	2001 Cadillac Deville 1997 Oldsmobile Cutlass Supreme

For each profile, the cost of maintaining the standard lifestyle (including a fixed dollar amount of savings) equals available income on a Canadian national average basis. In higher-cost locations, the individuals may need to supplement their primary income to maintain this lifestyle. This finding is not surprising giving the reality of two-income households today.

Further information on the factors compared by Runzheimer when examining cost of living (including personal taxes) is set out in Exhibit 2.3.2.

In addition to these factors, one specific area not covered in the comprehensive cost of living analysis but which may be an important issue to a high-tech employee, is the cost of college or university education. This issue is examined by way of a stand-alone comparison of the 14 cities in Chapter 4 of this report.

Exhibit 2.3.2
Factors compared in the Runzheimer cost of living calculation

The following are the factors compared in the Runzheimer cost of living calculation:

- Personal income taxes, including Federal, State/Provincial and local income taxes, mandatory contributions to Social Security/Canada Pension Plan Employment Insurance, and Medicare. (This analysis is limited to tax on earned income, and does not include different US and Canadian treatments of capital gains on stock options.)
- Financing and operating costs for automobiles.
- Rent expenses ($40,000 income level), including:
  - Rental costs
  - Tenant insurance
  - Utilities
- Housing (all other income levels), including:
  - Mortgage - Principal & interest based on the current market value of the purchased home, and local prevailing interest rates
  - Homeowners insurance
  - General real estate taxes
  - Utilities
  - Maintenance
- Costs of consumer goods and services, including:
  - A market-basket of 140 items including food at home, food away from home, tobacco, alcohol, household furnishings, clothing, domestic service, medical care, personal care and recreation. (The level of expenditure by the family on each of these items varies by income level.)
  - Sales taxes on these goods and services.

The analysis presented in this report is based on data as at December 2001 updated to reflect tax rates for the 2002 taxation year. All figures are expressed in Canadian dollars, converted where required at an exchange rate of US $1.00 = C$0.6256.

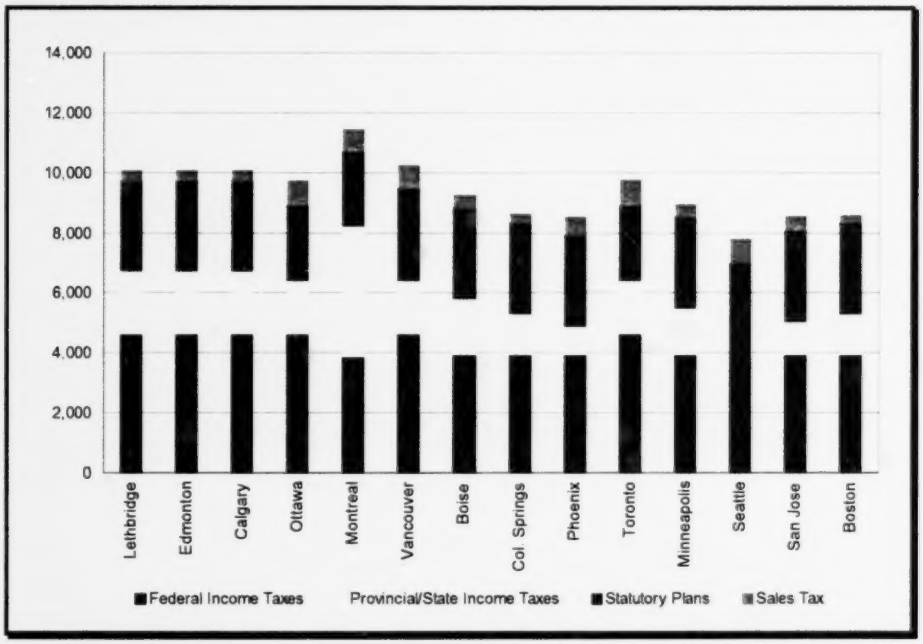
3 Personal taxation costs

The personal taxation costs for each of the five high-tech employees are examined for 14 Canadian and US locations. The comparisons are based on total personal taxation costs, including federal income tax, provincial or state income tax, statutory plans, sales tax and, where applicable, property tax.

3.1 $40,000 income level

Exhibit 3.1.1 demonstrates the taxes payable, in Canadian dollars, for an employee earning C$40,000 in each of the 14 locations. In this Exhibit, the cities are ranked from left to right based on ascending total cost of living (as illustrated in Chapter 4). It can be seen that this order does not correspond to total taxes paid, with some of the higher-tax cities being among those with the lowest total cost of living (left hand side of the chart).

Exhibit 3.1.1
Annual personal taxation costs in Canadian dollars
Employee earning C$40,000 salary



Note: Statutory plans include employee contributions to CPP/SS, EI, Medicare & MSP.

Employees pay the lowest tax in Seattle, at $7,797, and the highest tax in Montreal, at $11,453. Total taxes in the three Alberta cities are almost identical, in the range of $10,088 to $10,100.

For this profile, the employee is single, lives in a rented apartment, and therefore does not pay real estate taxes. The following paragraphs compare the taxes, by major category, and highlight the lowest and highest taxes this employee would expect to pay in the jurisdictions examined:

- **Federal income tax.** Federal taxes are equivalent for all Canadian jurisdictions, at $4,612, except in Quebec where the provincial credit reduces federal tax to $3,851. In the United States, federal income tax totals $3,909 for all cities, 15 percent less than in Canada.

- **Provincial/state income tax.** The provincial and state income taxes are relatively similar for many jurisdictions, ranging from $1,100 to $1,800 for most US cities, and from $1,770 to $2,100 for most Canadian cities. Exceptions at the low end of the scale include Seattle (zero), as Washington State has no income tax, and Phoenix ($954). The exception at the high end of the scale is Montreal ($4,347), where high provincial taxes more than compensate for its lower federal taxes.

- **Statutory plans.** In Canada, the basic federal statutory plans (CPP and EI) result in costs of $2,531in Montreal, Ottawa, and Toronto. Provincial medical plan costs increase this total to $3,029 in the three Alberta cities, and to $3,107 in Vancouver. By contrast, in the US, statutory plan costs (Social Security and Medicare) are comparable for all cities at $3,059, eight percent higher than the average cost in Canada.

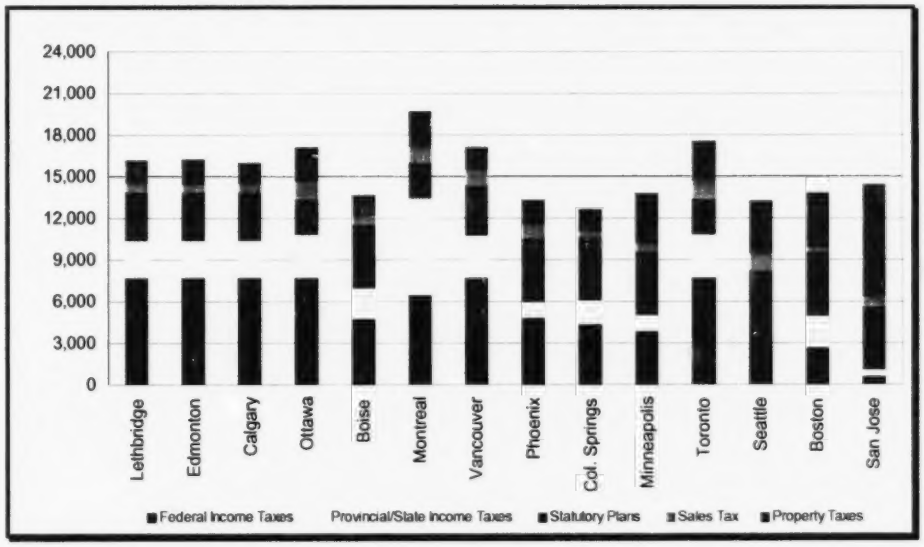
- **Sales tax.** Federal and/or state/provincial sales taxes exist in each location, and are highest in Toronto ($847) and Seattle ($828). Alberta has no provincial sales tax hence the employee located in Alberta pays less tax on goods and services purchased, averaging just $349. The lowest cost locations for sales taxes are Boston ($247) and Colorado Springs ($289).

- **Overall.** Combining all tax elements including the income and consumption assumptions outlined above, the employee earning $40,000 would pay the lowest tax in Seattle, at $7,797, and the highest tax in Montreal, at $11,453. Total taxes in the three Alberta cities are almost identical, in the range of $10,088 to $10,100.

3.2 $60,000 income level

Exhibit 3.2.1 demonstrates the taxes payable, in Canadian dollars, for an employee earning C$60,000 in each of the 14 locations. In this Exhibit, the cities are ranked from left to right based on ascending total cost of living (as illustrated in Chapter 4). It can be seen that this order does not correspond to total taxes paid, with some of the higher-tax cities being among those with the lowest total cost of living (left hand side of the chart).

Exhibit 3.2.1
Annual personal taxation costs in Canadian dollars
Employee earning C$60,000 salary



Note: Statutory plans include employee contributions to CPP/SS, EI, Medicare & MSP.

Employees pay the lowest tax in Colorado Springs, at $12,677, and the highest tax in Montreal, at $19,667. Total taxes in the three Alberta cities are almost identical, in the range of $15,948 to $16,257.

For this profile, the employee lives in a self-owned house, and is therefore subject to real estate taxes. The following paragraphs compare the taxes, by major category, and highlight the lowest and highest taxes this employee would expect to pay in the jurisdictions examined:

- **Federal income tax.** Federal taxes are equivalent for all Canadian jurisdictions, at $7,723, except in Quebec where the provincial credit reduces federal tax to $6,449. In the United States, federal income tax for most cities is in the range of $3,600 to $4,800. Variations in federal income tax between US cities are attributable to the deductibility of mortgage interest and property taxes in the United States. As a result, federal taxes paid in cities with high real estate values, such as San Jose ($576) and Boston ($2,659), are significantly lower than in cities with low real estate values, such as Boise ($4,761) and Phoenix ($4,809).

- **Provincial/state income tax.** State income taxes are consistently lower in the United States than equivalent provincial taxes in Canada. In Canada, variations in provincial income taxes are related to different tax rates among provinces, while in the US variations result from both rate differentials and the impact of real estate values on mortgage deductions.

  Within Canada, provincial income taxes range from a low of $2,656 in the three Alberta cities, to a high of $7,014 in Montreal. In the United States, the range is significantly lower, from zero in Seattle and $443 in San Jose (where real estate prices are exceptionally high), to $2,187 in Boise and $2,283 in Boston.

- **Statutory plans.** In Canada, the basic federal statutory plans (CPP and EI) result in costs of $2,531 in Montreal, Ottawa, and Toronto. Provincial medical plan costs increase this total to $3,527 in the three Alberta cities and to $3,555 in Vancouver. By contrast, in the US, statutory plan costs (Social Security and Medicare) are comparable for all cities at $4,591, 48 percent higher than the average cost in Canada.

- **Sales tax.** Federal and/or state/provincial sales taxes exist in each location, and are highest in Ottawa ($1,275) and Toronto ($1,320). Alberta has no provincial sales tax hence the employee located in Alberta pays less tax on goods and services purchased, averaging just $542. The lowest cost locations for sales taxes are Boston ($383) and Colorado Springs ($449).

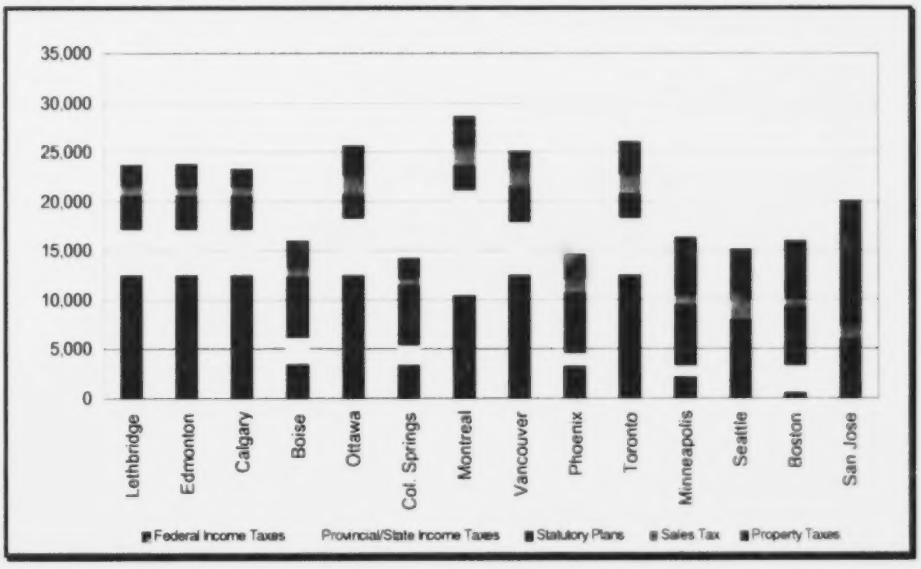
- **Property taxes.** Property taxes vary significantly among the locations examined. The lowest property taxes are found in Boise ($1,474) and Colorado Springs ($1,576), while the highest property taxes are found in Boston ($3,926) and San Jose ($8,045). Property taxes in Alberta are moderately low, ranging from $1,495 in Calgary to $1,820 in Edmonton.

- **Overall.** Combining all tax elements including the income and consumption assumptions outlined above, the employee earning $60,000 would pay the lowest tax in Colorado Springs, at $12,677, and the highest tax in Montreal, at $19,667. Total taxes in the three Alberta cities are almost identical, in the range of $15,948 to $16,257.

3.3 $80,000 income level

Exhibit 3.3.1 demonstrates the taxes payable, in Canadian dollars, for an employee earning C$80,000 in each of the 14 locations. In this Exhibit, the cities are ranked from left to right based on ascending total cost of living (as illustrated in Chapter 4). It can be seen that this order does not correspond to total taxes paid, with some of the higher-tax cities being among those with the lowest total cost of living (left hand side of the chart).

Exhibit 3.3.1
Annual personal taxation costs in Canadian dollars
Employee earning C$80,000 salary



Note: Statutory plans include employee contributions to CPP/SS, EI, Medicare & MSP

Employees pay the lowest tax in Colorado Springs, at $14,230, and the highest tax in Montreal, at $28,650. Total taxes in the three Alberta cities are almost identical, in the range of $23,309 to $23,795.

For this profile, the employee lives in a self-owned house, and is therefore subject to real estate taxes. The following paragraphs compare the taxes, by major category, and highlight the lowest and highest taxes this employee would expect to pay in the jurisdictions examined:

- **Federal income tax.** Federal taxes are equivalent for all Canadian jurisdictions, at $12,537, except in Quebec where the provincial credit reduces federal tax to $10,468. In the United States, federal income tax for most cities is in the range of $1,800 to $3,500. Variations in federal income tax between US cities are attributable to the deductibility of mortgage interest and property taxes in the United States. As a result, federal taxes paid in cities with very high real estate values, such as San Jose ($nil) and Boston ($555), are significantly lower than in cities with low real estate values, such as Colorado Springs ($3,388) and Boise ($3,522).

- **Provincial/state income tax.** State income taxes are consistently lower in the United States than equivalent provincial taxes in Canada. In Canada, variations in provincial income taxes are related to different tax rates among provinces, while in the US variations result from both rate differentials and the impact of real estate values on mortgage deductions.

  Within Canada, provincial income taxes range from a low of $4,591 in the three Alberta cities, to a high of $10,692 in Montreal. In the United States, the range is significantly lower, from zero in Seattle (no state income tax) and San Jose (high mortgage interest deductions eliminate all state income tax), to $2,708 in Boise and $2,768 in Boston.

- **Statutory plans.** In Canada, the basic federal statutory plans (CPP and EI) result in costs of $2,531 in Montreal, Ottawa, and Toronto. Provincial medical plan costs increase this total to $3,527 in the three Alberta cities and $3,683 in Vancouver. By contrast, in the US, statutory plan costs (Social Security and Medicare) are comparable for all cities at $6,121, 96 percent higher than the average cost in Canada.

- **Sales tax.** Federal and/or state/provincial sales taxes exist in each location, and are highest in Ottawa ($1,886) and Toronto ($1,953). Alberta has no provincial sales tax hence the employee located in Alberta pays less tax on goods and services purchased, averaging just $801. The lowest cost locations for sales taxes are Boston ($565) and Colorado Springs ($664).

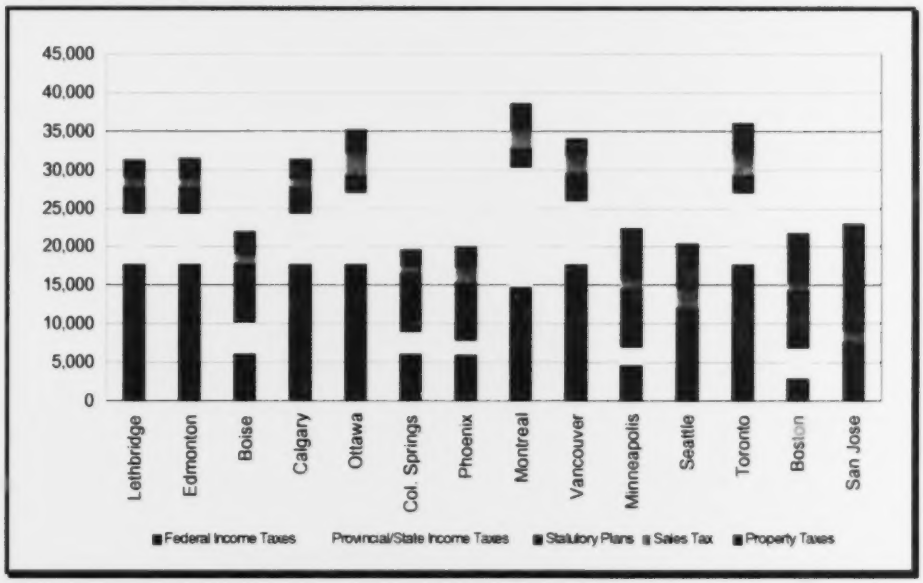
- **Property taxes.** Property taxes vary significantly among the locations examined. The lowest property taxes are found in Calgary, ($1,845) and Vancouver ($1,916), while the highest property taxes are found in Minneapolis ($6,034) and San Jose ($12,906). Property taxes in Alberta are moderately low, ranging from $1,845 in Calgary to $2,357 in Edmonton.

- **Overall.** Combining all tax elements including the income and consumption assumptions outlined above, the employee earning $80,000 would pay the lowest tax in Colorado Springs, at $14,230, and the highest tax in Montreal, at $28,650. Total taxes in the three Alberta cities are almost identical, in the range of $23,309 to $25,795.

3.4 $100,000 income level

Exhibit 3.4.1 demonstrates the taxes payable, in Canadian dollars, for an employee earning C$100,000 in each of the 14 locations. In this Exhibit, the cities are ranked from left to right based on ascending total cost of living (as illustrated in Chapter 4). It can be seen that this order does not correspond to total taxes paid, with some of the higher-tax cities being among those with the lowest total cost of living (left hand side of the chart).

Exhibit 3.4.1
Annual personal taxation costs in Canadian dollars
Employee earning C$100,000 salary



Note: Statutory plans include employee contributions to CPP/SS, EI, Medicare & MSP.

Employees pay the lowest tax in Colorado Springs, at $19,690, and the highest tax in Montreal, at $38,619. Total taxes in the three Alberta cities are almost identical, in the range of $31,342 to $31,522.

For this profile, the employee lives in a self-owned house, and is therefore subject to real estate taxes. The following paragraphs compare the taxes, by major category, and highlight the lowest and highest taxes this employee would expect to pay in the jurisdictions examined:

- **Federal income tax.** Federal taxes are equivalent for all Canadian jurisdictions, at $17,750, except in Quebec where the provincial credit reduces federal tax to $14,821. In the United States, federal income tax for most cities is in the range of $4,400 to $6,100. Variations in federal income tax between US cities are attributable to the deductibility of mortgage interest and property taxes in the United States. As a result, federal taxes paid in cities with very high real estate values, such as San Jose ($nil) and Boston ($2,962), are significantly lower than in cities with low real estate values, such as Boise ($6,081) and Colorado Springs ($6,061).

- **Provincial/state income tax.** State income taxes are consistently lower in the United States than equivalent provincial taxes in Canada. In Canada, variations in provincial income taxes are related to different tax rates among provinces, while in the US variations result from both rate differentials and the impact of real estate values on mortgage deductions.

  Within Canada, provincial income taxes range from a low of $6,578 in the three Alberta cities, to a high of $15,532 in Montreal. In the United States, the range is significantly lower, from zero in Seattle (no state income tax) and San Jose (high mortgage interest deductions eliminate all state income tax), to $3,845 in Boston and $4,089 in Boise.

- **Statutory plans.** In Canada, the basic federal statutory plans (CPP and EI) result in costs of $2,531 in Montreal, Ottawa, and Toronto. Provincial medical plan costs increase this total to $3,527 in the three Alberta cities and $3,683 in Vancouver. By contrast, in the US, statutory plan costs (Social Security and Medicare) are comparable for all cities at $7,650, 145 percent higher than the average cost in Canada.

- **Sales tax.** Federal and/or state/provincial sales taxes exist in each location, and are highest in Ottawa ($2,483) and Toronto ($2,570). Alberta has no provincial sales tax hence the employee located in Alberta pays less tax on goods and services purchased, averaging just $1,053. The lowest cost locations for sales taxes are Boston ($742) and Colorado Springs ($870).

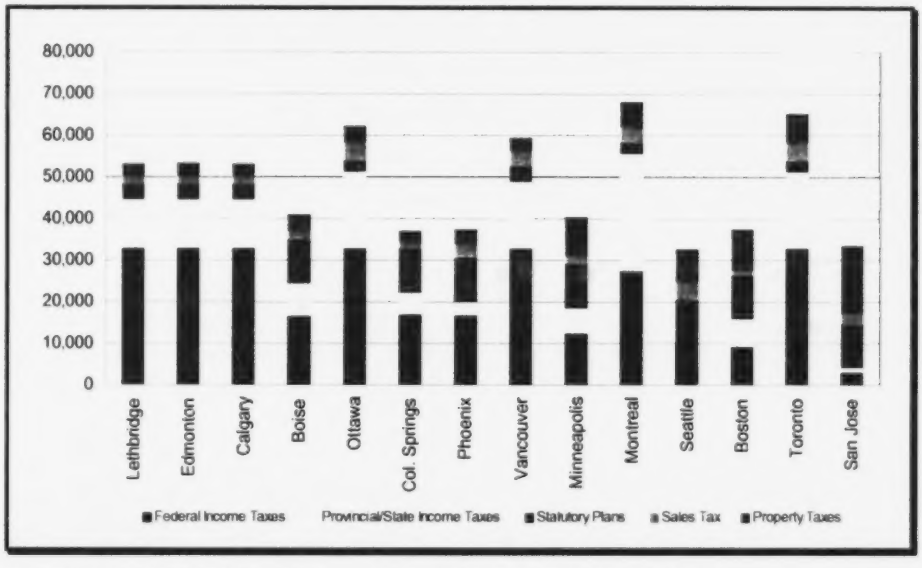
- **Property taxes.** Property taxes vary significantly among the locations examined. The lowest property taxes are found in Colorado Springs ($2,196) and Vancouver ($2,313), while the highest property taxes are found in Minneapolis ($6,638) and San Jose ($13,884). Property taxes in Alberta are moderately low, ranging from $2,422 in Lethbridge to $2,637 in Edmonton.

- **Overall.** Combining all tax elements including the income and consumption assumptions outlined above, the employee earning $100,000 would pay the lowest tax in Colorado Springs, at $19,690, and the highest tax in Montreal, at $38,619. Total taxes in the three Alberta cities are almost identical, in the range of $31,342 to $31,522.

3.5 $150,000 income level

Exhibit 3.5.1 demonstrates the taxes payable, in Canadian dollars, for an employee earning C$150,000 in each of the 14 locations. In this Exhibit, the cities are ranked from left to right based on ascending total cost of living (as illustrated in Chapter 4). It can be seen that this order does not correspond to total taxes paid, with some of the higher-tax cities being among those with the lowest total cost of living (left hand side of the chart).

Exhibit 3.5.1
Annual personal taxation costs in Canadian dollars
Employee earning C$150,000 salary



Note: Statutory plans include employee contributions to CPP/SS, EI, Medicare & MSP.

Employees pay the lowest tax in Seattle, at $32,709, and the highest tax in Montreal, at $67,936. Total taxes in the three Alberta cities are almost identical, in the range of $52,999 to $53,227.

For this profile, the employee lives in a self-owned house, and is therefore subject to real estate taxes. The following paragraphs compare the taxes, by major category, and highlight the lowest and highest taxes this employee would expect to pay in the jurisdictions examined:

- **Federal income tax.** Federal taxes are equivalent for all Canadian jurisdictions, at $32,893, except in Quebec where the provincial credit reduces federal tax to $27,466. In the United States, federal income tax for most cities is in the range of $9,000 to $17,000. Variations in federal income tax between US cities are attributable to the deductibility of mortgage interest and property taxes in the United States. As a result, federal taxes paid in cities with very high real estate values, such as San Jose ($3,127) and Boston ($9,181), are significantly lower than in cities with low real estate values, such as Phoenix ($16,635) and Colorado Springs ($17,060).

- **Provincial/state income tax.** State income taxes are consistently lower in the United States than equivalent provincial taxes in Canada. In Canada, variations in provincial income taxes are related to different tax rates among provinces, while in the US variations result from both rate differentials and the impact of real estate values on mortgage deductions.

  Within Canada, provincial income taxes range from a low of $11,767 in the three Alberta cities, to a high of $28,208 in Montreal. In the United States, the range is significantly lower, from zero in Seattle (no state income tax) and $1,010 in San Jose (where real estate prices are exceptionally high), to $6,607 in Boston and $7,866 in Boise.

- **Statutory plans.** In Canada, the basic federal statutory plans (CPP and EI) result in costs of $2,531 in Montreal, Ottawa, and Toronto. Provincial medical plan costs increase this total to $3,527 in the three Alberta cities and $3,683 in Vancouver. By contrast, in the US, statutory plan costs (Social Security and Medicare) are comparable for all cities at $10,590, 239 percent higher than the average cost in Canada.

- **Sales tax.** Federal and/or state/provincial sales taxes exist in each location, and are highest in Ottawa ($4,360) and Toronto ($4,510). Alberta has no provincial sales tax hence the employee located in Alberta pays less tax on goods and services purchased, averaging just $1,843. The lowest cost locations for sales taxes are Boston ($1,295) and Colorado Springs ($1,517).

- **Property taxes.** Property taxes vary significantly among the locations examined. The lowest property taxes are found in Colorado Springs ($2,639), and Lethbridge ($2,948) while the highest property taxes are found in Boston ($9,795) and San Jose ($16,327). Property taxes in Alberta are moderately low, ranging from $2,948 in Lethbridge to $3,236 in Edmonton.

- **Overall.** Combining all tax elements including the income and consumption assumptions outlined above, the employee earning $150,000 would pay the lowest tax in Seattle, at $32,709, and the highest tax in Montreal, at $67,936. Total taxes in the three Alberta cities are almost identical, in the range of $52,999 to $53,227.

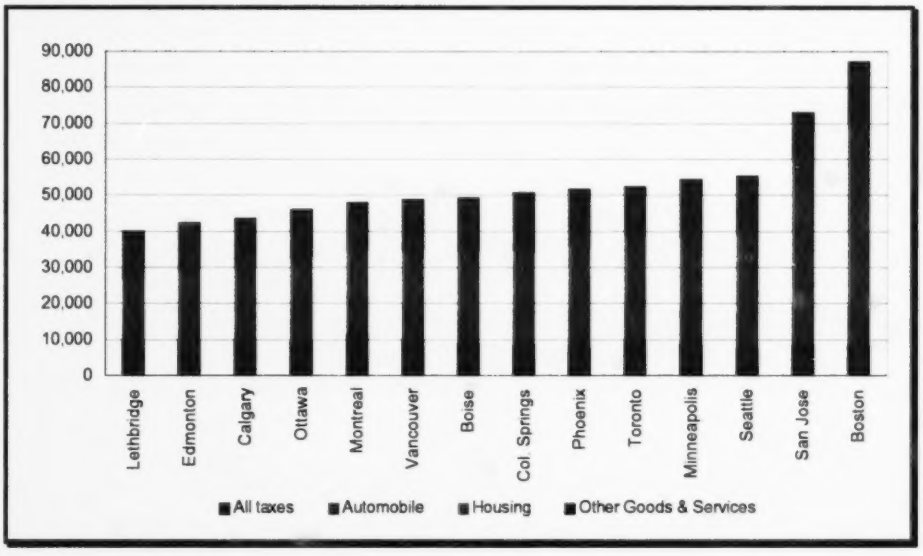
4 Personal cost of living, including taxes

The analysis of personal cost of living for each of the five high-tech employees are examined for 14 Canadian and US locations. The comparisons are based on total living costs, including taxes (as detailed in Chapter 3), housing costs, automobile costs, and costs for other goods and services.

4.1 $40,000 income level

Exhibit 4.1.1 demonstrates the total cost of living in Canadian dollars, including taxes, housing, automobile costs, and other goods and services, for an employee earning $40,000 per annum in each of the 14 locations.

Exhibit 4.1.1
Annual personal cost of living in Canadian dollars
Employee earning C$40,000 salary



Note: Housing includes rent, insurance, maintenance & utilities.

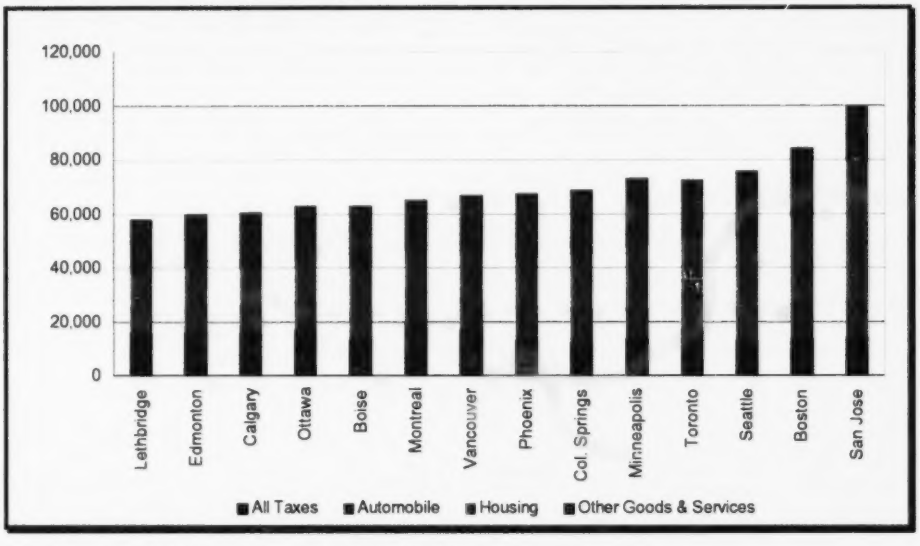
The total cost of living ranges from $40,182 in Lethbridge to $87,151 in Boston, with housing costs being the principal driver of variations in total living costs. In all the locations the total cost of living (based on the lifestyle of a typical person earning this level of income) exceeds the individual's current income. In these high-cost cities, the employee would need to either increase their income to maintain this typical lifestyle, or decrease their expenses. Indeed, other studies indicate that salaries do tend to be notably higher in high-cost cities such as San Jose and Boston, in part due to the high cost of living.

Extremely high rental costs in both Boston and San Jose would certainly require individuals at this income level to choose a significantly smaller and/or inferior apartment to what could be chosen by a similar individual in any of the other cities examined.

4.2 $60,000 income level

Exhibit 4.2.1 demonstrates the total cost of living in Canadian dollars, including taxes, housing, automobile costs, and other goods and services, for an employee earning $60,000 per annum in each of the 14 locations.

Exhibit 4.2.1
Annual personal cost of living in Canadian dollars
Employee earning C$60,000 salary



Note: Housing includes insurance, maintenance & utilities.

The total cost of living ranges from $57,833 in Lethbridge to $99,914 in San Jose. While housing costs are, once again, the principal driver of differences in the total cost of living, variations in total taxation costs are also more noticeable at this income level than at the $40,000 income level.

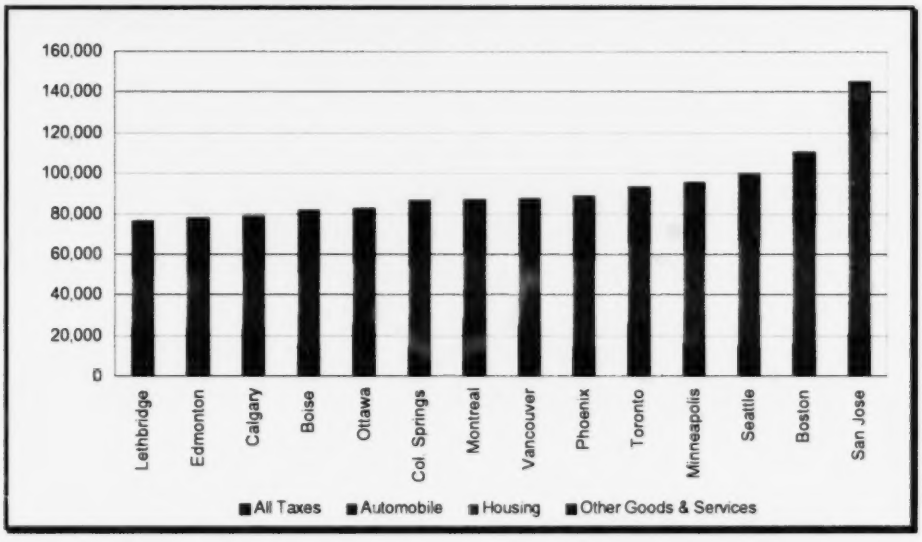
In all locations other than Lethbridge and Edmonton, the total cost of living (based on the lifestyle of a typical family with this level of primary income) exceeds the individual's current income. In these high-cost cities, the family would need to either increase their combined income to maintain this typical lifestyle (second income), or decrease their expenses. Indeed, other studies indicate that salaries do tend to be notably higher in high-cost cities such as San Jose and Boston, in part due to the high cost of living.

Extremely high house prices in San Jose would certainly require individuals at this income level to choose a significantly smaller and/or inferior house to what could be chosen by a similar individual in any of the other cities examined, or may actually make home ownership impossible for an employee at this income level. Selecting a more affordable house would also result in a higher total tax cost for this individual, whose income tax is currently being sheltered by excessive mortgage interest deductions.

4.3 $80,000 income level

Exhibit 4.3.1 demonstrates the total cost of living in Canadian dollars, including taxes, housing, automobile costs, and other goods and services, for an employee earning $80,000 per annum in each of the 14 locations.

Exhibit 4.3.1
Annual personal cost of living in Canadian dollars
Employee earning C$80,000 salary



Note: Housing includes insurance, maintenance & utilities.

The total cost of living ranges from $76,483 in Lethbridge to $145,543 in San Jose. While housing costs are, once again, the principal driver of differences in the total cost of living, variations in total taxation costs are also more noticeable at this income level than at the lower income levels. As with the lower income levels, variations in costs for automobiles and general goods and services are relatively insignificant.

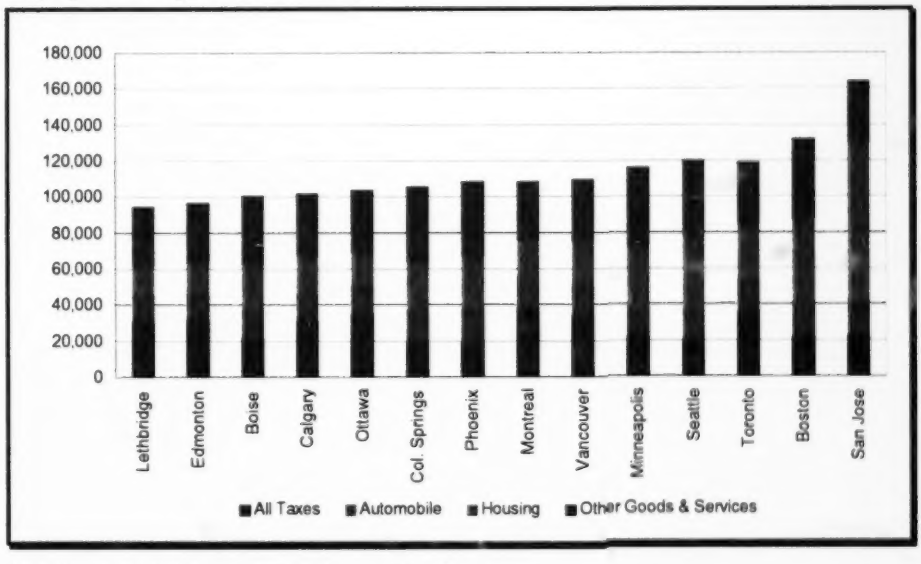
In all locations other than Lethbridge, Edmonton, and Calgary, the total cost of living (based on the lifestyle of a typical family with this level of primary income) exceeds the individual's current income. In these high-cost cities, the family would need to either increase their combined income to maintain this typical lifestyle (second income), or decrease their expenses. Indeed, other studies indicate that salaries do tend to be notably higher in high-cost cities such as San Jose and Boston, in part due to the high cost of living.

Extremely high house prices in San Jose would certainly require individuals at this income level to choose a significantly smaller and/or inferior house to what could be chosen by a similar individual in any of the other cities examined, or may actually make home ownership impossible for an employee at this income level. Selecting a more affordable house would also result in a higher total tax cost for this individual, whose income tax is currently being sheltered by excessive mortgage interest deductions.

4.4 $100,000 income level

Exhibit 4.4.1 demonstrates the total cost of living in Canadian dollars, including taxes, housing, automobile costs, and other goods and services, for an employee earning C$100,000 per annum in each of the 14 locations.

Exhibit 4.4.1
Annual personal cost of living in Canadian dollars
Employee earning C$100,000 salary



Note: Housing includes insurance, maintenance & utilities.

The total cost of living ranges from $94,933 in Lethbridge to $164,351 in San Jose. While housing costs continue to be the principal driver of living cost differences, variations in total taxation costs are also quite pronounced at this income level. As with the lower income levels, variations in costs for automobiles and general goods and services are relatively insignificant.

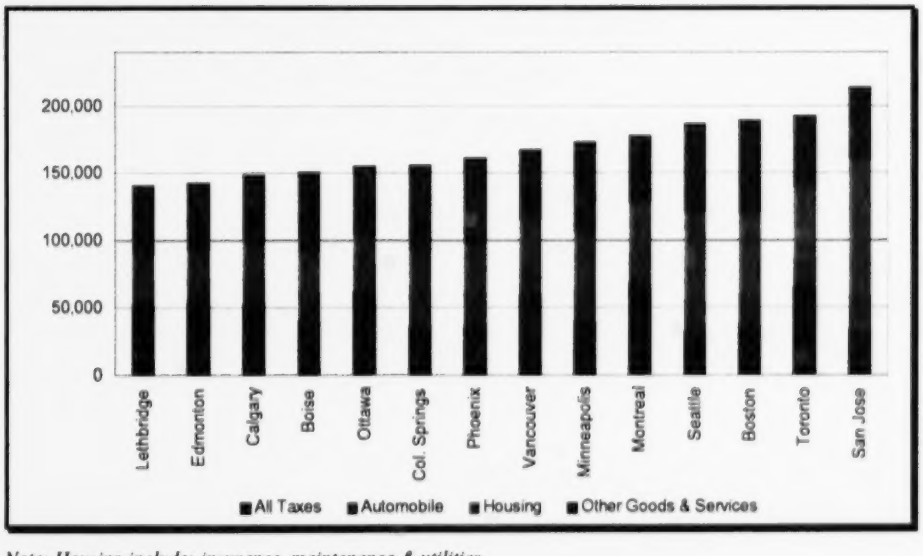
In all locations other than Lethbridge and Edmonton, the total cost of living (based on the lifestyle of a typical family with this level of primary income) exceeds the individual's current income. In these high-cost cities, the family would need to either increase their combined income to maintain this typical lifestyle (second income), or decrease their expenses. Indeed, other studies indicate that salaries do tend to be notably higher in high-cost cities such as San Jose and Boston, in part due to the high cost of living.

Extremely high house prices in San Jose would require individuals at this income level to choose a significantly smaller and/or inferior house to what could be chosen by a similar individual in any of the other cities examined. Selecting a more affordable house would also result in a higher total tax cost for this individual, whose income tax is currently being sheltered by excessive mortgage interest deductions.

4.5 $150,000 income level

Exhibit 4.5.1 demonstrates the total cost of living in Canadian dollars, including taxes, housing, automobile costs, and other goods and services, for an employee earning C$150,000 per annum in each of the 14 locations.

Exhibit 4.5.1
Annual personal cost of living in Canadian dollars
Employee earning C$150,000 salary



Note: Housing includes insurance, maintenance & utilities.

The total cost of living ranges from $141,032 in Lethbridge to $213,636 in San Jose. While housing costs continue to be the principal driver of living cost differences, variations in total taxation costs are also quite pronounced at this income level. As with the lower income levels, variations in costs for automobiles and general goods and services are relatively insignificant.

In all locations other than Lethbridge, Edmonton and Calgary, the total cost of living (based on the lifestyle of a typical family with this level of primary income) exceeds the individual's current income. In these high-cost cities, the family would need to either increase their combined income to maintain this typical lifestyle (second income), or decrease their expenses.

Extremely high house prices in San Jose would require individuals at this income level to choose a significantly smaller and/or inferior house to what could be chosen by a similar individual in any of the other cities examined. Selecting a more affordable house would also result in a higher total tax cost for this individual, whose income tax is currently being sheltered by excessive mortgage interest deductions.

4.6 Overall rankings

There are a number of general trends among jurisdictions regarding their relative cost of living as income increases. Exhibit 4.6.1 demonstrates these trends.

Exhibit 4.6.1
Ranking of annual personal cost of living (lowest to highest)
By five levels of income for a employee, in Canadian dollars

Income level in C$	$40,000	$60,000	$80,000	$100,000	$150,000
Calgary	3	3	3	4	3
Edmonton	2	2	2	2	2
Lethbridge	1	1	1	1	1
Montreal	5	6	7	8	10
Ottawa	4	4	5	5	5
Toronto	10	11	10	12	13
Vancouver	6	7	8	9	8
Boise	7	5	4	3	4
Boston	14	13	13	13	12
Colorado Springs	8	9	6	6	6
Minneapolis	11	10	11	10	9
Phoenix	9	8	9	7	7
San Jose	13	14	14	14	14
Seattle	12	12	12	11	11

Key trends can be summarized as follows:

- As income increases, Boise, Colorado Springs, Minneapolis and Seattle become increasingly competitive, due to a mix of tax and housing cost variations between the income levels.

- All Canadian cities other than Lethbridge, Edmonton and Calgary become less competitive as income increases, mainly due to relatively higher tax burdens at the higher income levels. In Lethbridge, Edmonton and Calgary, the flat provincial income tax rate and relatively low costs for high-class housing allow these cities to maintain their advantage.

- San Jose is generally the highest cost location, in terms of cost of living, due to extremely high housing costs.

Generally, all the Canadian cities improved in their overall rankings in comparison to the same study conducted in March 2001. Vancouver, Montreal and Toronto had improvements in four of the five income levels, with the remainder of the Canadian cities having increases in at least one of the five income levels. The exception is Lethbridge, which maintained the first place ranking for all income levels for both the 2001 and 2002 studies. This improvement for the Canadian cities is the result of both the reduction in personal income tax in Canada and the decline of the Canadian dollar.

A combination of underlying assumptions and factors impact this analysis, including the critical assumption that the same standard of living is maintained in all locations. In higher cost locations, the income earner or family would need to supplement their total income to maintain such a lifestyle, or otherwise, would need to consider trimming their lifestyle.

4.7 University education costs

The Cost Of Living analysis presented above covers many personal cost issues relevant to high-tech employees. One specific area not covered in the analysis, but which may be an important issue to a high-tech employee, is the availability and cost of university education. For some employees, this may be because they wish to augment their current qualifications, while for other employees it may be relevant if they are financing higher education for their spouse or children.

Exhibit 4.7.1 presents a listing of universities in the 14 locations examined in this report, with details of student populations and fees. This list represents a sub-set of all universities and colleges in each location, and only covers institutions offering four-year degrees in Business, Science, Information Technology or Engineering.

The student population shown for each university includes both undergraduates and graduates attending the institution. The student population is also expressed as a percentage of the surrounding metropolitan area population, to help provide context on the relative size and significance of the university within each respective city.

The tuition and required fees shown represent undergraduate course fees, and are stated in Canadian dollars.

Exhibit 4.7.1

Characteristics of universities and colleges of locations examined

Student population and in-country resident tuition fees, Canadian dollars

	Student Base		*Tuition Fees*	
Country / City / Institution	*Student population*	*Percentage of city total*	*In state/ province (Resident)*	*Non-resident*
Canada (CDN$)				
Calgary				
University of Calgary	22,457	2.31%	$4,402	$4,402
Edmonton				
University of Alberta	25,405	2.66%	$4,196	$4,196
North American Baptist College	241	0.03%	$4,890	$4,890
Concordia College of Alberta	1,528	0.16%	$5,187	$5,187
Lethbridge				
University of Lethbridge	6,160	9.14%	$4,112	$4,112
Montreal				
Universite de Montreal	23,733	0.68%	$1,684	$3,653
McGill University	20,631	0.59%	$2,505	$4,545
Concordia University	22,040	0.63%	$2,500	$4,500
Ecole des Hautes Etudes	7,854	0.22%	$2,009	$3,779
Ottawa				
Carleton University	15,283	1.38%	$4,500	$4,500
University of Ottawa	21,109	1.91%	$4,761	$4,761
Toronto				
University Of Toronto	34,455	1.39%	$4,651	$4,651
York University	33,749	1.36%	$5,246	$5,246
Tyndale College	439	0.02%	$6,095	$6,095
Ryerson University	21,672	0.87%	$4,933	$4,933
Vancouver				
University of British Columbia	29,146	1.40%	$2,555	$2,555
Simon Fraser University	16,789	0.81%	$2,518	$2,518
Trinity Western University	2,450	0.12%	$11,980	$11,980
Technical University of BC	100	0.004%	$2,880	$2,880

Note: Fees are based on undergraduate degrees. Fees for international students were not considered.

Sources: Peterson's 4 Year Colleges 2002, 32nd Edition, and University of Montreal

Exhibit 4.7.1 (Continued)
Characteristics of universities and colleges of locations examined
Student population and in-country resident tuition fees, Canadian dollars

	Student Base		Tuition Fees	
Country / City / Institution	Student population	Percentage of city total	In state/ province (Resident)	Non-resident
United States (CDN$)				
Boise				
Boise State University	14,749	7.94%	$3,918	$13,509
Boston				
Boston College	8,930	1.52%	$37,196	$37,196
Boston University	17,819	3.02%	$41,925	$41,925
Harvard University	6,660	1.13%	$40,166	$40,166
M.I.T.	4,258	0.72%	$41,640	$41,640
University Of Massachusetts	10,442	1.77%	$6,988	$19,847
Colorado Springs				
Colorado College	1,919	0.53%	$39,207	$39,207
University of Colorado	5,054	1.40%	$4,425	$17,337
National American University	325	0.09%	$14,962	$14,962
Minneapolis				
Augsburg College	2,913	0.76%	$26,119	$26,119
University of Minnesota	31,824	8.32%	$7,796	$21,520
North Central University	1,163	0.30%	$13,673	$13,673
Phoenix				
University of Phoenix	46,473	3.52%	$12,372	$12,372
Arizona State University	3,785	0.29%	$3,750	$15,668
DeVry Institute of Technology	3,705	0.28%	$14,074	$14,074
San Jose				
San Jose State University	21,292	2.38%	$3,099	$12,537
Stanford University	7,886	0.88%	$39,068	$39,068
Seattle				
Antioch University Seattle	156	0.03%	$17,695	$17,695
Henry Cogswell University	249	0.04%	$19,110	$19,110
University of Puget Sound	2,621	0.47%	$34,247	$34,247
Pacific Lutherant University	3,246	0.58%	$26,854	$26,854
City University	2,548	0.45%	$11,061	$11,061
University of Washington	25,982	4.61%	$6,012	$19,906
Seattle University	3,241	0.58%	$27,310	$27,310
Seattle Pacific University	2,692	0.48%	$26,351	$26,351
The Evergreen State College	3,902	0.69%	$4,791	$16,386

Note: Peterson's Guide to Four Year Colleges 2002 - Based on Undergraduate Degrees
Fees for international Students were not considered. Colleges with less than 100 students have been excluded

The following observations can be made with respect to Exhibit 4.7.1:

- Higher education in Canada is far more focused in large, publicly funded universities than in the US. In Canada, 63% of the institutions examined have more than 10,000 students, while only 27% of the US universities examined exceed this mark. (Only undergraduate students are considered).

- In Canada, 98.5% of students examined attend universities that are either provincially funded or which are independent but have fees within 10% of their provincially funded counterparts, compared to just 50.0% of students in the US cities examined. In the US, no independent universities offer tuition fees within 10% of their state funded counterparts.
- Based on non-state-resident tuition fees, only one of the 19 Canadian universities examined (Trinity Western University, Vancouver, $11,980) has tuition fees higher than the lowest-cost institution among the 26 US universities examined (City University, Seattle, $11,061).
- The universities with higher tuition and fees in the seven US cities examined do not necessarily have proportionately lower student populations.
- For institutions which charge fees based on the residency of the student, tuition in Canadian institutions is far less prohibitive. In many of state funded US institutions, out-of-state student fees are more than triple the fees for in-state students. For example, in-state tuition for San Jose State University is $3,099, while tuition for out-of-state students is $12,372, an increase of 300%. In the Canadian cities examined, only Montreal has differentiated fees based on residency, with out-of-province students paying on average only 89% more than in-province students. In McGill University in Montreal, resident students pay up to C$2,505, but the tuition increases to C$4,545, an increase of 81%, for non-resident students. (This analysis only considered fees for residents of each country, fees for international students were not included in this analysis).

The cost of tuition fees and size of the student population are two descriptors in assessing the appropriateness of universities and colleges for any individual's requirements. These indicators do not necessarily reflect the quality of education at any given institution.

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CANADA

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Appendix A
Detailed Taxation Tables

March 30, 2002

Calgary, Alberta — **2002**

Stratification Profile	$ 40,000	$ 60,000	$ 80,000	$ 100,000	$ 150,000
Salaries and wages	40,000	60,000	80,000	100,000	150,000
Interest income	456	725	1,113	1,628	3,472
Taxable amount of dividends	416	1,151	2,057	3,144	6,661
Net taxable capital gains	174	414	949	1,747	4,693
CPP	1,673	1,673	1,673	1,673	1,673
EI	858	858	858	858	858
RRSP	3,543	5,105	6,493	7,693	9,877
Charitable donations	201	393	617	871	1,603
Carrying charges	106	235	461	770	1,816
Family size	1	2	4	4	4
Federal Income tax Calculations					
Salaries and wages	40,000	60,000	80,000	100,000	150,000
Interest income	456	725	1,113	1,628	3,472
Taxable amount of dividends	416	1,151	2,057	3,144	6,661
Net taxable capital gains	174	414	949	1,747	4,693
Total Income	**41,046**	**62,290**	**84,119**	**106,519**	**164,826**
RRSP	3,543	5,105	6,493	7,693	9,877
Carrying charges	106	235	461	770	1,816
Net Income	**37,397**	**56,950**	**77,165**	**98,056**	**153,133**
Total federal income tax	**6,326**	**10,628**	**15,628**	**21,060**	**36,884**
Basic personal	1,221	1,221	1,221	1,221	1,221
Spousal	-	1,037	1,037	1,037	1,037
CPP	268	268	268	268	268
EI	137	137	137	137	137
Donations and gifts	32	88	153	227	439
Dividend tax credit	55	153	274	419	888
Non-refundable tax credits	**1,714**	**2,905**	**3,091**	**3,309**	**3,991**
Total Federal Income Tax	**4,612**	**7,723**	**12,537**	**17,750**	**32,893**
Provincial tax calculations					
Net income	37,397	56,950	77,165	98,056	153,133
Provincial tax	3,740	5,695	7,717	9,806	15,313
Tax credits					
Basic	1,334	1,334	1,334	1,334	1,334
Spousal	-	1,334	1,334	1,334	1,334
CPP	167	167	167	167	167
EI	86	86	86	86	86
Charitable donations	20	45	73	106	199
Dividend tax credit	27	74	132	201	426
Total Provincial Income Tax	**2,106**	**2,656**	**4,591**	**6,578**	**11,767**
Total Income Tax	**6,718**	**10,379**	**17,128**	**24,328**	**44,660**
Required Statutory Deductions					
- CPP	1,673	1,673	1,673	1,673	1,673
- EI	858	858	858	858	858
Total Statutory Deductions	2,531	2,531	2,531	2,531	2,531
Total Income Tax and Statutory Deductions	**9,249**	**12,910**	**19,659**	**26,859**	**47,191**
Other Taxation Costs					
- Sales taxes	352	547	809	1,063	1,861
- Provincial/state health care premiums	498	996	996	996	996
- Property taxes	-	1,495	1,845	2,458	2,997
Total Other Taxation Costs	850	3,038	3,650	4,517	5,854
Total Taxation Costs	**10,099**	**15,948**	**23,309**	**31,376**	**53,045**

Edmonton, Alberta	2002				
Stratification Profile	**$ 40,000**	**$ 60,000**	**$ 80,000**	**$ 100,000**	**$ 150,000**
Salaries and wages	40,000	60,000	80,000	100,000	150,000
Interest income	456	725	1,113	1,628	3,472
Taxable amount of dividends	416	1,151	2,057	3,144	6,661
Net taxable capital gains	174	414	949	1,747	4,693
CPP	1,673	1,673	1,673	1,673	1,673
EI	858	858	858	858	858
RRSP	3,543	5,105	6,493	7,693	9,877
Charitable donations	201	393	617	871	1,603
Carrying charges	106	235	461	770	1,816
Family size	1	2	4	4	4
Federal Income tax Calculations					
Salaries and wages	40,000	60,000	80,000	100,000	150,000
Interest income	456	725	1,113	1,628	3,472
Taxable amount of dividends	416	1,151	2,057	3,144	6,661
Net taxable capital gains	174	414	949	1,747	4,693
Total Income	**41,046**	**62,290**	**84,119**	**106,519**	**164,826**
RRSP	3,543	5,105	6,493	7,693	9,877
Carrying charges	106	235	461	770	1,816
Net Income	**37,397**	**56,950**	**77,165**	**98,056**	**153,133**
Total federal income tax	**6,326**	**10,628**	**15,628**	**21,060**	**36,884**
Basic personal	1,221	1,221	1,221	1,221	1,221
Spousal	-	1,037	1,037	1,037	1,037
CPP	268	268	268	268	268
EI	137	137	137	137	137
Donations and gifts	32	88	153	227	439
Dividend tax credit	55	153	274	419	888
Non-refundable tax credits	**1,714**	**2,905**	**3,091**	**3,309**	**3,991**
Total Federal Income Tax	**4,612**	**7,723**	**12,537**	**17,750**	**32,893**
Provincial tax calculations					
Net income	37,397	56,950	77,165	98,056	153,133
Provincial tax	3,740	5,695	7,717	9,806	15,313
Tax credits					
Basic	1,334	1,334	1,334	1,334	1,334
Spousal	-	1,334	1,334	1,334	1,334
CPP	167	167	167	167	167
EI	86	86	86	86	86
Charitable donations	20	45	73	106	199
Dividend tax credit	27	74	132	201	426
Total Provincial Income Tax	**2,106**	**2,656**	**4,591**	**6,578**	**11,767**
Total Income Tax	**6,718**	**10,379**	**17,128**	**24,328**	**44,660**
Required Statutory Deductions					
- CPP	1,673	1,673	1,673	1,673	1,673
- EI	858	858	858	858	858
Total Statutory Deductions	2,531	2,531	2,531	2,531	2,531
Total Income Tax and Statutory Deductions	**9,249**	**12,910**	**19,659**	**26,859**	**47,191**
Other Taxation Costs					
- Sales taxes	341	531	783	1,030	1,804
- Provincial/state health care premiums	498	996	996	996	996
- Property taxes	-	1,820	2,357	2,637	3,236
Total Other Taxation Costs	839	3,347	4,136	4,663	6,036
Total Taxation Costs	**10,088**	**16,257**	**23,795**	**31,522**	**53,227**

Lethbridge, Alberta | **2002**

Stratification Profile	$ 40,000	$ 60,000	$ 80,000	$ 100,000	$ 150,000
Salaries and wages	40,000	60,000	80,000	100,000	150,000
Interest income	456	725	1,113	1,628	3,472
Taxable amount of dividends	416	1,151	2,057	3,144	6,661
Net taxable capital gains	174	414	949	1,747	4,693
CPP	1,673	1,673	1,673	1,673	1,673
EI	858	858	858	858	858
RRSP	3,543	5,105	6,493	7,693	9,877
Charitable donations	201	393	617	871	1,603
Carrying charges	106	235	461	770	1,816
Family size	1	2	4	4	4
Federal Income tax Calculations					
Salaries and wages	40,000	60,000	80,000	100,000	150,000
Interest income	456	725	1,113	1,628	3,472
Taxable amount of dividends	416	1,151	2,057	3,144	6,661
Net taxable capital gains	174	414	949	1,747	4,693
Total Income	**41,046**	**62,290**	**84,119**	**106,519**	**164,826**
RRSP	3,543	5,105	6,493	7,693	9,877
Carrying charges	106	235	461	770	1,816
Net Income	**37,397**	**56,950**	**77,165**	**98,056**	**153,133**
Total federal income tax	**6,326**	**10,628**	**15,628**	**21,060**	**36,884**
Basic personal	1,221	1,221	1,221	1,221	1,221
Spousal	-	1,037	1,037	1,037	1,037
CPP	268	268	268	268	268
EI	137	137	137	137	137
Donations and gifts	32	88	153	227	439
Dividend tax credit	55	153	274	419	888
Non-refundable tax credits	**1,714**	**2,905**	**3,091**	**3,309**	**3,991**
Total Federal Income Tax	**4,612**	**7,723**	**12,537**	**17,750**	**32,893**
Provincial tax calculations					
Net income	37,397	56,950	77,165	98,056	153,133
Provincial tax	3,740	5,695	7,717	9,806	15,313
Tax credits					
Basic	1,334	1,334	1,334	1,334	1,334
Spousal	-	1,334	1,334	1,334	1,334
CPP	167	167	167	167	167
EI	86	86	86	86	86
Charitable donations	20	45	73	106	199
Dividend tax credit	27	74	132	201	426
Total Provincial Income Tax	**2,106**	**2,656**	**4,591**	**6,578**	**11,767**
Total Income Tax	**6,718**	**10,379**	**17,128**	**24,328**	**44,660**
Required Statutory Deductions					
- CPP	1,673	1,673	1,673	1,673	1,673
- EI	858	858	858	858	858
Total Statutory Deductions	2,531	2,531	2,531	2,531	2,531
Total Income Tax and Statutory Deductions	**9,249**	**12,910**	**19,659**	**26,859**	**47,191**
Other Taxation Costs					
- Sales taxes	353	549	811	1,065	1,864
- Provincial/state health care premiums	498	996	996	996	996
- Property taxes	-	1,717	2,217	2,422	2,948
Total Other Taxation Costs	851	3,262	4,024	4,483	5,808
Total Taxation Costs	**10,100**	**16,172**	**23,683**	**31,342**	**52,999**

Montreal, Quebec

	2002				
Stratification Profile	**$ 40,000**	**$ 60,000**	**$ 80,000**	**$ 100,000**	**$ 150,000**
Salaries and wages	40,000	60,000	80,000	100,000	150,000
Interest income	456	725	1,113	1,628	3,472
Taxable amount of dividends	416	1,151	2,057	3,144	6,661
Net taxable capital gains	174	414	949	1,747	4,693
CPP	1,673	1,673	1,673	1,673	1,673
EI	858	858	858	858	858
RRSP	3,543	5,105	6,493	7,693	9,877
Charitable donations	201	393	617	871	1,603
Carrying charges	106	235	461	770	1,816
Family size	1	2	4	4	4
Income tax Calculations					
Salaries and wages	40,000	60,000	80,000	100,000	150,000
Interest income	456	725	1,113	1,628	3,472
Taxable amount of dividends	416	1,151	2,057	3,144	6,661
Net taxable capital gains	174	414	949	1,747	4,693
Total Income	**41,046**	**62,290**	**84,119**	**106,519**	**164,826**
RRSP	3,543	5,105	6,493	7,693	9,877
Carrying charges	106	235	461	770	1,816
Net Income	**37,397**	**56,950**	**77,165**	**98,056**	**153,133**
Total federal income tax	**6,326**	**10,628**	**15,628**	**21,060**	**36,884**
Basic personal	1,221	1,221	1,221	1,221	1,221
Spousal	-	1,037	1,037	1,037	1,037
CPP	268	268	268	268	268
EI	137	137	137	137	137
Donations and gifts	32	88	153	227	439
Dividend tax credit	55	153	274	419	888
Non-refundable tax credits	**1,714**	**2,905**	**3,091**	**3,309**	**3,991**
Federal Income Tax	**4,612**	**7,723**	**12,537**	**17,750**	**32,893**
Provincial tax credit	(761)	(1,274)	(2,069)	(2,929)	(5,427)
Total Federal Income Tax	**3,851**	**6,449**	**10,468**	**14,821**	**27,466**
Provincial tax calculations					
Net income	37,397	56,950	77,165	98,056	153,133
Provincial tax	6,411	10,464	15,315	20,329	33,548
Tax credits					
Basic	1,212	1,212	1,212	1,212	1,212
Spouse and child	-	1,212	2,239	2,239	2,239
CPP	335	335	335	335	335
EI	172	172	172	172	172
Charitable donations	44	86	136	192	353
Dividend tax credit	45	125	223	340	721
Sales tax credit	257	308	308	308	308
Anti-Poverty tax	-	-	-	-	-
Total Provincial Income Tax	**4,347**	**7,014**	**10,692**	**15,532**	**28,208**
Total Income Tax	**8,198**	**13,463**	**21,160**	**30,353**	**55,674**
Required Statutory Deductions					
- CPP	1,673	1,673	1,673	1,673	1,673
- EI	858	858	858	858	858
Total Statutory Deductions	2,531	2,531	2,531	2,531	2,531
Total Income Tax and Statutory Deductions	**10,729**	**15,994**	**23,691**	**32,884**	**58,205**
Other Taxation Costs					
- Sales taxes	724	1,129	1,672	2,197	3,845
- Provincial/state health care premiums	-	-	-	-	-
- Property taxes	-	2,544	3,287	3,538	5,886
Total Other Taxation Costs	724	3,673	4,959	5,735	9,731
Total Taxation Costs	**11,453**	**19,667**	**28,650**	**38,619**	**67,936**

Ottawa, Ontario — **2002**

Stratification Profile	$ 40,000	$ 60,000	$ 80,000	$ 100,000	$ 150,000
Salaries and wages	40,000	60,000	80,000	100,000	150,000
Interest income	456	725	1,113	1,628	3,472
Taxable amount of dividends	416	1,151	2,057	3,144	6,661
Net taxable capital gains	174	414	949	1,747	4,693
CPP	1,673	1,673	1,673	1,673	1,673
EI	858	858	858	858	858
RRSP	3,543	5,105	6,493	7,693	9,877
Charitable donations	201	393	617	871	1,603
Carrying charges	106	235	461	770	1,816
Family size	1	2	4	4	4
Income tax Calculations					
Salaries and wages	40,000	60,000	80,000	100,000	150,000
Interest income	456	725	1,113	1,628	3,472
Taxable amount of dividends	416	1,151	2,057	3,144	6,661
Net taxable capital gains	174	414	949	1,747	4,693
Total Income	**41,046**	**62,290**	**84,119**	**106,519**	**164,826**
RRSP	3,543	5,105	6,493	7,693	9,877
Carrying charges	106	235	461	770	1,816
Net Income	**37,397**	**56,950**	**77,165**	**98,056**	**153,133**
Total federal income tax	**6,326**	**10,628**	**15,628**	**21,060**	**36,884**
Basic personal	1,221	1,221	1,221	1,221	1,221
Spousal	-	1,037	1,037	1,037	1,037
CPP	268	268	268	268	268
EI	137	137	137	137	137
Donations and gifts	32	88	153	227	439
Dividend tax credit	55	153	274	419	888
Non-refundable tax credits	**1,714**	**2,905**	**3,091**	**3,309**	**3,991**
Total Federal Income Tax	**4,612**	**7,723**	**12,537**	**17,750**	**32,893**
Provincial tax calculations					
Net income	37,397	56,950	77,165	98,056	153,133
Provincial tax	2,433	4,222	6,341	8,672	14,819
	1,781	3,117	5,164	7,411	13,295
Surtax	-	-	563	1,821	5,117
Tax reduction	-	-	-	-	-
Tax credits					
Basic	465	465	465	465	465
Spousal	-	395	395	395	395
CPP	101	101	101	101	101
EI	52	52	52	52	52
Charitable donations	12	34	59	87	169
Dividend tax credit	21	59	106	161	342
Provincial Tax	**1,781**	**3,117**	**5,727**	**9,232**	**18,412**
Total Income Tax	**6,394**	**10,840**	**18,264**	**26,982**	**51,305**
Required Statutory Deductions					
- CPP	1,673	1,673	1,673	1,673	1,673
- EI	858	858	858	858	858
Total Statutory Deductions	2,531	2,531	2,531	2,531	2,531
Total Income Tax and Statutory Deductions	**8,925**	**13,371**	**20,795**	**29,514**	**53,836**
Other Taxation Costs					
- Sales taxes	817	1,275	1,886	2,483	4,360
- Provincial/state health care premiums	-	-	-	-	-
- Property taxes	-	2,469	3,021	3,267	3,885
Total Other Taxation Costs	817	3,744	4,907	5,750	8,245
Total Taxation Costs	**9,742**	**17,115**	**25,702**	**35,264**	**62,081**

Toronto, Ontario — **2002**

Stratification Profile	$ 40,000	$ 60,000	$ 80,000	$ 100,000	$ 150,000
Salaries and wages	40,000	60,000	80,000	100,000	150,000
Interest income	456	725	1,113	1,628	3,472
Taxable amount of dividends	416	1,151	2,057	3,144	6,661
Net taxable capital gains	174	414	949	1,747	4,693
CPP	1,673	1,673	1,673	1,673	1,673
EI	858	858	858	858	858
RRSP	3,543	5,105	6,493	7,693	9,877
Charitable donations	201	393	617	871	1,603
Carrying charges	106	235	461	770	1,816
Family size	1	2	4	4	4
Income tax Calculations					
Salaries and wages	40,000	60,000	80,000	100,000	150,000
Interest income	456	725	1,113	1,628	3,472
Taxable amount of dividends	416	1,151	2,057	3,144	6,661
Net taxable capital gains	174	414	949	1,747	4,693
Total Income	**41,046**	**62,290**	**84,119**	**106,519**	**164,826**
RRSP	3,543	5,105	6,493	7,693	9,877
Carrying charges	106	235	461	770	1,816
Net Income	**37,397**	**56,950**	**77,165**	**98,056**	**153,133**
Total federal income tax	**6,326**	**10,628**	**15,628**	**21,060**	**36,884**
Basic personal	1,221	1,221	1,221	1,221	1,221
Spousal	-	1,037	1,037	1,037	1,037
CPP	268	268	268	268	268
EI	137	137	137	137	137
Donations and gifts	32	88	153	227	439
Dividend tax credit	55	153	274	419	888
Non-refundable tax credits	**1,714**	**2,905**	**3,091**	**3,309**	**3,991**
Total Federal Income Tax	**4,612**	**7,723**	**12,537**	**17,750**	**32,893**
Provincial tax calculations					
Net income	37,397	56,950	77,165	98,056	153,133
Provincial tax	2,433	4,222	6,341	8,672	14,819
	1,781	3,117	5,164	7,411	13,295
Surtax	-	-	563	1,821	5,117
Tax reduction	-	-	-	-	-
Tax credits					
Basic	465	465	465	465	465
Spousal	-	395	395	395	395
CPP	101	101	101	101	101
EI	52	52	52	52	52
Charitable donations	12	34	59	87	169
Dividend tax credit	21	59	106	161	342
Provincial Tax	**1,781**	**3,117**	**5,727**	**9,232**	**18,412**
Total Income Tax	**6,394**	**10,840**	**18,264**	**26,982**	**51,305**
Required Statutory Deductions					
- CPP	1,673	1,673	1,673	1,673	1,673
- EI	858	858	858	858	858
Total Statutory Deductions	2,531	2,531	2,531	2,531	2,531
Total Income Tax and Statutory Deductions	**8,925**	**13,371**	**20,795**	**29,514**	**53,836**
Other Taxation Costs					
- Sales taxes	847	1,320	1,953	2,570	4,510
- Provincial/state health care premiums	-	-	-	-	-
- Property taxes	-	2,826	3,296	4,014	6,862
Total Other Taxation Costs	847	4,146	5,249	6,584	11,372
Total Taxation Costs	**9,772**	**17,517**	**26,044**	**36,098**	**65,208**

Vancouver, British Columbia — **2002**

Stratification Profile	$ 40,000	$ 60,000	$ 80,000	$ 100,000	$ 150,000
Salaries and wages	40,000	60,000	80,000	100,000	150,000
Interest income	456	725	1,113	1,628	3,472
Taxable amount of dividends	416	1,151	2,057	3,144	6,661
Net taxable capital gains	174	414	949	1,747	4,693
CPP	1,673	1,673	1,673	1,673	1,673
EI	858	858	858	858	858
RRSP	3,543	5,105	6,493	7,693	9,877
Charitable donations	201	393	617	871	1,603
Carrying charges	106	235	461	770	1,816
Family size	1	2	4	4	4
Federal Income tax Calculations					
Salaries and wages	40,000	60,000	80,000	100,000	150,000
Interest income	456	725	1,113	1,628	3,472
Taxable amount of dividends	416	1,151	2,057	3,144	6,661
Net taxable capital gains	174	414	949	1,747	4,693
Total Income	**41,046**	**62,290**	**84,119**	**106,519**	**164,826**
RRSP	3,543	5,105	6,493	7,693	9,877
Carrying charges	106	235	461	770	1,816
Net Income	**37,397**	**56,950**	**77,165**	**98,056**	**153,133**
Total federal income tax	**6,326**	**10,628**	**15,628**	**21,060**	**36,884**
Basic personal	1,221	1,221	1,221	1,221	1,221
Spousal	-	1,037	1,037	1,037	1,037
CPP	268	268	268	268	268
EI	137	137	137	137	137
Donations and gifts	32	88	153	227	439
Dividend tax credit	55	153	274	419	888
Non-refundable tax credits	**1,714**	**2,905**	**3,091**	**3,309**	**3,991**
Total Federal Income Tax	**4,612**	**7,723**	**12,537**	**17,750**	**32,893**
Provincial tax calculations					
Net income	37,397	56,950	77,165	98,056	153,133
Provincial tax	2,457	4,246	6,590	9,565	17,661
Tax credits					
Basic	494	494	494	494	494
Spousal	-	423	423	423	423
CPP	101	101	101	101	101
EI	52	52	52	52	52
Charitable donations	12	40	73	111	218
Dividend tax credit	27	76	136	208	440
Total Provincial Income Tax	**1,770**	**3,059**	**5,310**	**8,176**	**15,933**
Total Income Tax	**6,382**	**10,782**	**17,848**	**25,926**	**48,826**
Required Statutory Deductions					
- CPP	1,673	1,673	1,673	1,673	1,673
- EI	858	858	858	858	858
Total Statutory Deductions	2,531	2,531	2,531	2,531	2,531
Total Income Tax and Statutory Deductions	**8,913**	**13,313**	**20,379**	**28,457**	**51,357**
Other Taxation Costs					
- Sales taxes	742	1,153	1,700	2,232	3,904
- Provincial/state health care premiums	576	1,024	1,152	1,152	1,152
- Property taxes	-	1,581	1,916	2,313	3,018
Total Other Taxation Costs	1,318	3,758	4,768	5,697	8,074
Total Taxation Costs	**10,232**	**17,071**	**25,147**	**34,154**	**59,431**

Boise, Idaho

	C$ converted from US$ at 0.6256				
Stratification Profile	**$ 40,000**	**$ 60,000**	**$ 80,000**	**$ 100,000**	**$ 150,000**
Salaries and wages	40,000	60,000	80,000	100,000	150,000
Interest Income	542	633	830	1,125	2,319
Dividends - Gross	265	336	478	687	1,523
Net Capital Gains	483	494	753	1,245	3,545
Long term Capital Gains					
Schedule E Income	19	10	34	88	374
Investment Interest Expense	35	34	56	104	336
Contributions	537	1,025	1,530	2,049	3,419
Deductible Mortgage Interest	-	9,246	13,673	15,190	18,969
Family Size	1	2	4	4	4
Per person exemption	4,636	4,636	4,636	4,636	4,636
State Income Taxes					
State Income Taxes	1,885	2,187	2,708	4,089	7,866
Federal Income Tax					
Federal Income Tax	3,909	4,761	3,522	6,081	16,519
Total Income Taxes	**5,794**	**6,948**	**6,230**	**10,170**	**24,385**
Statutory Deductions					
FICA	3,059	4,591	6,121	7,650	10,590
Total Income Taxes and Statutory Deductions	**8,853**	**11,539**	**12,350**	**17,820**	**34,975**
Other Taxation Costs					
Sales Tax	391	609	901	1,183	2,070
Real Estate Taxes	-	1,474	2,735	3,056	3,881
Total Taxation Costs	**9,244**	**13,622**	**15,986**	**22,060**	**40,926**

Boston, Massachusetts

	C$ converted from US$ at 0.6256				
Stratification Profile	**$ 40,000**	**$ 60,000**	**$ 80,000**	**$ 100,000**	**$ 150,000**
Salaries and wages	40,000	60,000	80,000	100,000	150,000
Interest Income	542	633	830	1,125	2,319
Dividends - Gross	265	336	478	687	1,523
Net Capital Gains	483	494	753	1,245	3,545
Long term Capital Gains	305	224	414	852	3,111
Schedule E Income	19	10	34	88	374
Investment Interest Expense	35	34	56	104	336
Contributions	537	1,025	1,530	2,049	3,419
Deductible Mortgage Interest	-	20,712	30,138	32,751	41,490
Family Size	1	2	4	4	4
Per person exemption	4,636	4,636	4,636	4,636	4,636
State Income Taxes					
State Income Taxes	1,364	2,283	2,768	3,845	6,607
Federal Income Tax					
Federal Income Tax	3,909	2,659	555	2,962	9,181
Total Income Taxes	**5,273**	**4,942**	**3,323**	**6,807**	**15,789**
Statutory Deductions					
FICA	3,059	4,591	6,121	7,650	10,590
Total Income Taxes and Statutory Deductions	**8,333**	**9,533**	**9,443**	**14,457**	**26,378**
Other Taxation Costs					
Sales Tax	247	383	565	742	1,295
Real Estate Taxes	-	3,926	5,991	6,533	9,795
Total Taxation Costs	**8,580**	**13,842**	**15,999**	**21,732**	**37,468**

Colorado Springs, Colorado

	C$ converted from US$ at 0.6256				
Stratification Profile	**$ 40,000**	**$ 60,000**	**$ 80,000**	**$ 100,000**	**$ 150,000**
Salaries and wages	40,000	60,000	80,000	100,000	150,000
Interest Income	542	633	830	1,125	2,319
Dividends - Gross	265	336	478	687	1,523
Net Capital Gains	483	494	753	1,245	3,545
Long term Capital Gains					
Schedule E Income	19	10	34	88	374
Investment Interest Expense	35	34	56	104	336
Contributions	537	1,025	1,530	2,049	3,419
Deductible Mortgage Interest	-	12,409	15,948	17,363	20,892
Family Size	1	2	4	4	4
Per person exemption	4,636	4,636	4,636	4,636	4,636
State Income Taxes					
State Income Taxes	1,362	1,720	2,038	2,912	5,182
Federal Income Tax					
Federal Income Tax	3,909	4,341	3,388	6,061	17,060
Total Income Taxes	**5,271**	**6,061**	**5,427**	**8,973**	**22,242**
Statutory Deductions					
FICA	3,059	4,591	6,121	7,650	10,590
Total Income Taxes and Statutory Deductions	**8,331**	**10,652**	**11,547**	**16,623**	**32,832**
Other Taxation Costs					
Sales Tax	289	449	664	870	1,517
Real Estate Taxes	-	1,576	2,019	2,196	2,639
Total Taxation Costs	**8,620**	**12,677**	**14,230**	**19,690**	**36,988**

Minneapolis, Minnesota

Stratification Profile	C$ converted from US$ at 0.6256				
	$ 40,000	$ 60,000	$ 80,000	$ 100,000	$ 150,000
Salaries and wages	40,000	60,000	80,000	100,000	150,000
Interest Income	542	633	830	1,125	2,319
Dividends - Gross	265	336	478	687	1,523
Net Capital Gains	483	494	753	1,245	3,545
Long term Capital Gains	305	224	414	852	3,111
Schedule E Income	19	10	34	88	374
Investment Interest Expense	35	34	56	104	336
Contributions	537	1,025	1,530	2,049	3,419
Deductible Mortgage Interest	-	14,412	20,850	22,749	30,518
Family Size	1	2	4	4	4
Per person exemption	4,636	4,636	4,636	4,636	4,636
State Income Taxes					
State Income Taxes	1,573	1,181	1,174	2,294	6,006
Federal Income Tax					
Federal Income Tax	3,909	3,818	2,181	4,679	12,461
Total Income Taxes	**5,482**	**4,999**	**3,354**	**6,974**	**18,467**
Statutory Deductions					
FICA	3,059	4,591	6,121	7,650	10,590
Total Income Taxes and Statutory Deductions	**8,542**	**9,589**	**9,475**	**14,624**	**29,057**
Other Taxation Costs					
Sales Tax	392	578	855	1,123	1,925
Real Estate Taxes	-	3,604	6,034	6,638	9,221
Total Taxation Costs	**8,934**	**13,771**	**16,364**	**22,385**	**40,203**

Phoenix, Arizona

	C$ converted from US$ at 0.6256				
Stratification Profile	**$ 40,000**	**$ 60,000**	**$ 80,000**	**$ 100,000**	**$ 150,000**
Salaries and wages	40,000	60,000	80,000	100,000	150,000
Interest Income	542	633	830	1,125	2,319
Dividends - Gross	265	336	478	687	1,523
Net Capital Gains	483	494	753	1,245	3,545
Long term Capital Gains	305	224	414	852	3,111
Schedule E Income	19	10	34	88	374
Investment Interest Expense	35	34	56	104	336
Contributions	537	1,025	1,530	2,049	3,419
Deductible Mortgage Interest	-	9,650	16,576	18,515	23,365
Family Size	1	2	4	4	4
Per person exemption	4,636	4,636	4,636	4,636	4,636
State Income Taxes					
State Income Taxes	954	1,197	1,248	1,813	3,416
Federal Income Tax					
Federal Income Tax	3,909	4,809	3,340	5,964	16,635
Total Income Taxes	**4,864**	**6,007**	**4,589**	**7,777**	**20,051**
Statutory Deductions					
FICA	3,059	4,591	6,121	7,650	10,590
Total Income Taxes and Statutory Deductions	**7,923**	**10,598**	**10,709**	**15,427**	**30,641**
Other Taxation Costs					
Sales Tax	609	953	1,392	1,826	3,185
Real Estate Taxes	-	1,738	2,502	2,789	3,504
Total Taxation Costs	**8,532**	**13,288**	**14,603**	**20,042**	**37,330**

San Jose, California

	C$ converted from US$ at 0.6256				
Stratification Profile	**$ 40,000**	**$ 60,000**	**$ 80,000**	**$ 100,000**	**$ 150,000**
Salaries and wages	40,000	60,000	80,000	100,000	150,000
Interest Income	542	633	830	1,125	2,319
Dividends - Gross	265	336	478	687	1,523
Net Capital Gains	483	494	753	1,245	3,545
Long term Capital Gains					
Schedule E Income	19	10	34	88	374
Investment Interest Expense	35	34	56	104	336
Contributions	537	1,025	1,530	2,049	3,419
Deductible Mortgage Interest	-	36,901	60,710	65,267	76,654
Family Size	1	2	4	4	4
Per person exemption	4,636	4,636	4,636	4,636	4,636
State Income Taxes					
State Income Taxes	1,117	443	-	-	1,010
Federal Income Tax					
Federal Income Tax	3,909	576	-	-	3,127
Total Income Taxes	**5,027**	**1,019**	**-**	**-**	**4,137**
Statutory Deductions					
FICA	3,059	4,591	6,121	7,650	10,590
Total Income Taxes and Statutory Deductions	**8,086**	**5,609**	**6,121**	**7,650**	**14,727**
Other Taxation Costs					
Sales Tax	474	736	1,085	1,424	2,489
Real Estate Taxes	-	8,045	12,906	13,884	16,327
Total Taxation Costs	**8,560**	**14,390**	**20,112**	**22,959**	**33,543**

Seattle, Washington

	C$ converted from US$ at 0.6256				
Stratification Profile	**$ 40,000**	**$ 60,000**	**$ 80,000**	**$ 100,000**	**$ 150,000**
Salaries and wages	40,000	60,000	80,000	100,000	150,000
Interest Income	542	633	830	1,125	2,319
Dividends - Gross	265	336	478	687	1,523
Net Capital Gains	483	494	753	1,245	3,545
Long term Capital Gains	305	224	414	852	3,111
Schedule E Income	19	10	34	88	374
Investment Interest Expense	35	34	56	104	336
Contributions	537	1,025	1,530	2,049	3,419
Deductible Mortgage Interest	-	16,874	24,942	27,244	47,588
Family Size	1	2	4	4	4
Per person exemption	4,636	4,636	4,636	4,636	4,636
State Income Taxes					
State Income Taxes	-	-	-	-	-
Federal Income Tax					
Federal Income Tax	3,909	3,605	1,855	4,479	9,811
Total Income Taxes	**3,909**	**3,605**	**1,855**	**4,479**	**9,811**
Statutory Deductions					
FICA	3,059	4,591	6,121	7,650	10,590
Total Income Taxes and Statutory Deductions	**6,969**	**8,196**	**7,976**	**12,130**	**20,400**
Other Taxation Costs					
Sales Tax	828	1,271	1,879	2,462	4,335
Real Estate Taxes	-	3,742	5,283	5,770	7,974
Total Taxation Costs	**7,797**	**13,209**	**15,138**	**20,362**	**32,709**

Appendix B
Detailed Cost Of Living Tables

March 30, 2002

Cost-Of-Living Details	$40,000 income level							C$ converted from US$ at 0.6256						
	Canada							United States						
	Calgary	Edmonton	Lethbridge	Montreal	Ottawa	Toronto	Vancouver	Boise	Boston	Colorado Springs	Minneap.	Phoenix	San Jose	Seattle
Housing														
- Rental expense	9,960	8,940	6,960	11,640	12,240	16,920	13,500	14,480	47,570	15,060	17,550	15,150	37,590	19,660
- Mortgage expense	-	-	-	-	-	-	-	-	-	-	-	-	-	-
- Insurance	184	184	149	262	182	214	314	121	94	181	134	222	153	136
- Utilities	1,171	1,319	1,078	901	1,669	1,588	1,615	1,950	2,754	1,368	2,041	2,097	2,097	2,078
- Maintenance	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Housing Costs	**11,315**	**10,443**	**8,187**	**12,803**	**14,091**	**18,722**	**15,429**	**16,551**	**50,418**	**16,609**	**19,725**	**17,469**	**39,840**	**21,874**
Transportation														
- Vehicle 1	8,580	8,489	8,219	10,351	8,626	10,155	9,157	8,475	11,027	9,554	9,266	9,629	10,869	9,522
- Vehicle 2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Transportation Costs	**8,580**	**8,489**	**8,219**	**10,351**	**8,626**	**10,155**	**9,157**	**8,475**	**11,027**	**9,554**	**9,266**	**9,629**	**10,869**	**9,522**
Goods and Services	7,439	7,214	7,463	7,214	7,435	7,703	7,749	8,946	10,913	9,893	10,404	9,915	7,774	10,181
Misc costs (inc. savings)	6,213	6,213	6,213	6,213	6,213	6,213	6,213	6,213	6,213	6,213	6,213	6,213	6,213	6,213
Total Cost-Of-Living	**33,547**	**32,359**	**30,082**	**36,581**	**36,365**	**42,793**	**38,548**	**40,185**	**78,571**	**42,269**	**45,608**	**43,226**	**64,696**	**47,790**
Total Taxation Costs (from Part 1)	10,099	10,088	10,100	11,453	9,742	9,772	10,232	9,244	8,580	8,620	8,934	8,532	8,560	7,797
Total Expenditures	**43,646**	**42,447**	**40,182**	**48,034**	**46,107**	**52,565**	**48,780**	**49,429**	**87,151**	**50,889**	**54,542**	**51,758**	**73,256**	**55,587**

Cost-Of-Living Details	$60,000 income level						C$ converted from US$ at 0.6256							
	Canada							United States						
	Calgary	Edmonton	Lethbridge	Montreal	Ottawa	Toronto	Vancouver	Boise	Boston	Colorado Springs	Minneap.	Phoenix	San Jose	Seattle
Housing														
- Rental expense	-	-	-	-	-	-	-	-	-	-	-	-	-	-
- Mortgage expense	10,665	9,829	8,575	10,323	10,857	17,107	13,243	10,914	24,451	14,748	17,012	11,392	43,277	19,918
- Insurance	745	655	560	1,039	528	839	995	577	989	1,317	866	796	2,599	793
- Utilities	1,961	2,209	1,805	1,510	2,796	2,660	2,705	3,694	5,212	2,589	3,867	3,970	3,970	3,935
- Maintenance	694	694	694	750	722	779	786	1,354	1,285	1,354	1,216	1,491	1,514	1,606
Total Housing Costs	**14,065**	**13,387**	**11,634**	**13,622**	**14,903**	**21,385**	**17,729**	**16,539**	**31,937**	**20,008**	**22,961**	**17,649**	**51,360**	**26,252**
Transportation														
- Vehicle 1	8,580	8,489	8,219	10,007	8,626	10,155	9,138	8,475	10,076	9,554	9,159	9,769	10,869	9,518
- Vehicle 2	1,742	1,713	1,543	1,954	1,796	2,596	2,152	1,749	2,768	2,422	2,204	2,564	2,581	2,238
Total Transportation Costs	**10,322**	**10,202**	**9,762**	**11,961**	**10,422**	**12,751**	**11,290**	**10,224**	**12,844**	**11,976**	**11,363**	**12,333**	**13,450**	**11,756**
Goods and Services	11,574	11,219	11,606	11,246	11,599	12,011	12,033	13,926	16,938	15,359	16,191	15,419	12,055	15,798
Misc costs (inc. savings)	8,659	8,659	8,659	8,659	8,659	8,659	8,659	8,659	8,659	8,659	8,659	8,659	8,659	8,659
Total Cost-Of-Living	**44,620**	**43,467**	**41,661**	**45,488**	**45,583**	**54,806**	**49,711**	**49,348**	**70,378**	**56,002**	**59,174**	**54,060**	**85,524**	**62,465**
Total Taxation Costs (from Part 1)	15,948	16,257	16,172	19,667	17,115	17,517	17,071	13,622	13,842	12,677	13,771	13,288	14,390	13,209
Total Expenditures	**60,568**	**59,724**	**57,833**	**65,155**	**62,698**	**72,323**	**66,782**	**62,970**	**84,220**	**68,679**	**72,945**	**67,348**	**99,914**	**75,674**

Cost-Of-Living Details	$80,000 income level							C$ converted from US$ at 0.6256						
	Canada							United States						
	Calgary	Edmonton	Lethbridge	Montreal	Ottawa	Toronto	Vancouver	Boise	Boston	Colorado Springs	Minneap.	Phoenix	San Jose	Seattle
Housing														
- Rental expense	-	-	-	-	-	-	-	-	-	-	-	-	-	-
- Mortgage expense	12,982	11,873	10,909	14,342	13,423	20,267	16,568	16,141	35,577	18,952	24,611	19,568	71,199	29,441
- Insurance	851	736	664	1,362	604	969	1,179	636	1,448	1,629	1,081	1,125	4,090	1,079
- Utilities	1,983	2,233	1,825	1,527	2,826	2,689	2,735	4,086	5,765	2,864	4,276	4,391	4,391	4,352
- Maintenance	872	872	872	944	908	979	988	1,568	1,490	1,568	1,410	1,728	1,755	1,861
Total Housing Costs	**16,688**	**15,714**	**14,270**	**18,175**	**17,761**	**24,904**	**21,470**	**22,431**	**44,280**	**25,013**	**31,378**	**26,812**	**81,435**	**36,733**
Transportation														
- Vehicle 1	10,117	10,027	9,770	11,626	10,432	11,937	11,053	11,019	12,653	12,284	11,847	12,420	13,630	12,157
- Vehicle 2	1,694	1,665	1,495	1,859	1,732	2,504	2,097	1,682	2,612	2,346	2,115	2,417	2,479	2,150
Total Transportation Costs	**11,811**	**11,692**	**11,265**	**13,485**	**12,164**	**14,441**	**13,150**	**12,701**	**15,265**	**14,630**	**13,962**	**14,837**	**16,109**	**14,307**
Goods and Services	17,098	16,565	17,150	16,661	17,155	17,764	17,751	20,611	25,014	22,704	23,957	22,822	17,772	23,363
Misc costs (inc. savings)	10,115	10,115	10,115	10,115	10,115	10,115	10,115	10,115	10,115	10,115	10,115	10,115	10,115	10,115
Total Cost-Of-Living	**55,712**	**54,086**	**52,800**	**58,436**	**57,195**	**67,224**	**62,486**	**65,858**	**94,674**	**72,462**	**79,412**	**74,586**	**125,431**	**84,518**
Total Taxation Costs (from Part 1)	23,309	23,795	23,683	28,650	25,702	26,044	25,147	15,986	15,999	14,230	16,364	14,603	20,112	15,138
Total Expenditures	**79,021**	**77,881**	**76,483**	**87,086**	**82,897**	**93,268**	**87,633**	**81,844**	**110,673**	**86,692**	**95,776**	**89,189**	**145,543**	**99,656**

Cost-Of-Living Details	$100,000 income level						C$ converted from US$ at 0.6256							
	Canada							United States						
	Calgary	Edmonton	Lethbridge	Montreal	Ottawa	Toronto	Vancouver	Boise	Boston	Colorado Springs	Minneap.	Phoenix	San Jose	Seattle
Housing														
- Rental expense	-	-	-	-	-	-	-	-	-	-	-	-	-	-
- Mortgage expense	17,244	13,057	11,844	15,515	14,497	25,468	19,165	17,931	38,659	20,634	26,853	21,855	76,544	32,160
- Insurance	1,076	792	698	1,457	639	1,187	1,305	694	1,574	1,753	1,159	1,205	4,396	1,168
- Utilities	2,024	2,280	1,863	1,558	2,884	2,745	2,791	4,217	5,951	2,955	4,415	4,533	4,533	4,493
- Maintenance	989	989	989	1,070	1,030	1,110	1,121	1,728	1,640	1,728	1,552	1,904	1,932	2,049
Total Housing Costs	**21,333**	**17,118**	**15,394**	**19,600**	**19,050**	**30,510**	**24,382**	**24,570**	**47,824**	**27,070**	**33,979**	**29,497**	**87,405**	**39,870**
Transportation														
- Vehicle 1	12,752	12,661	12,375	14,778	13,128	14,729	13,672	13,267	14,985	14,736	14,191	14,870	16,253	14,505
- Vehicle 2	1,916	1,863	1,717	2,137	1,951	2,785	2,361	1,893	2,892	2,594	2,343	2,674	2,821	2,380
Total Transportation Costs	**14,668**	**14,524**	**14,092**	**16,915**	**15,079**	**17,514**	**16,033**	**15,160**	**17,877**	**17,330**	**16,534**	**17,544**	**19,074**	**16,885**
Goods and Services	22,475	21,776	22,526	21,887	22,585	23,374	23,312	27,067	32,810	29,756	31,445	29,929	23,334	30,598
Misc costs (inc. savings)	11,579	11,579	11,579	11,579	11,579	11,579	11,579	11,579	11,579	11,579	11,579	11,579	11,579	11,579
Total Cost-Of-Living	**70,055**	**64,997**	**63,591**	**69,981**	**68,293**	**82,977**	**75,306**	**78,376**	**110,090**	**85,735**	**93,537**	**88,549**	**141,392**	**98,932**
Total Taxation Costs (from Part 1)	31,376	31,522	31,342	38,619	35,264	36,098	34,154	22,060	21,732	19,690	22,385	20,042	22,959	20,362
Total Expenditures	**101,431**	**96,519**	**94,933**	**108,600**	**103,557**	**119,075**	**109,460**	**100,436**	**131,822**	**105,425**	**115,922**	**108,591**	**164,351**	**119,294**

Cost-Of-Living Details	$150,000 income level							C$ converted from US$ at 0.6256						
	Canada							United States						
	Calgary	Edmonton	Lethbridge	Montreal	Ottawa	Toronto	Vancouver	Boise	Boston	Colorado Springs	Minneap.	Phoenix	San Jose	Seattle
Housing														
- Rental expense	-	-	-	-	-	-	-	-	-	-	-	-	-	-
- Mortgage expense	20,832	15,630	14,178	30,783	17,191	45,791	28,960	22,392	48,975	24,830	36,023	27,580	89,899	56,174
- Insurance	1,258	921	808	3,545	731	2,197	1,818	841	1,990	2,046	1,437	1,439	5,161	2,036
- Utilities	2,259	2,545	2,079	1,740	3,220	3,065	3,116	4,527	6,389	3,173	4,739	4,866	4,866	4,824
- Maintenance	1,417	1,417	1,417	1,533	1,475	1,590	1,605	2,351	2,231	2,351	2,111	2,591	2,631	2,789
Total Housing Costs	**25,766**	**20,513**	**18,482**	**37,601**	**22,617**	**52,643**	**35,499**	**30,111**	**59,585**	**32,400**	**44,310**	**36,476**	**102,557**	**65,823**
Transportation														
- Vehicle 1	16,940	16,828	16,447	19,878	17,131	18,924	17,238	18,450	20,173	20,344	19,766	20,551	21,975	19,975
- Vehicle 2	1,916	1,863	1,717	2,136	1,951	2,785	2,361	1,893	2,661	2,594	2,335	2,674	2,821	2,394
Total Transportation Costs	**18,856**	**18,691**	**18,164**	**22,014**	**19,082**	**21,709**	**19,599**	**20,343**	**22,834**	**22,938**	**22,101**	**23,225**	**24,796**	**22,369**
Goods and Services	39,361	38,157	39,423	38,308	39,655	41,025	40,781	47,342	57,280	51,885	54,943	52,206	40,777	53,279
Misc costs (inc. savings)	11,963	11,963	11,963	11,963	11,963	11,963	11,963	11,963	11,963	11,963	11,963	11,963	11,963	11,963
Total Cost-Of-Living	**95,946**	**89,324**	**88,032**	**109,886**	**93,317**	**127,340**	**107,842**	**109,759**	**151,662**	**119,186**	**133,317**	**123,870**	**180,093**	**153,434**
Total Taxation Costs (from Part 1)	53,045	53,227	52,999	67,936	62,081	65,208	59,431	40,926	37,468	36,988	40,203	37,330	33,543	32,709
Total Expenditures	**148,991**	**142,551**	**141,032**	**177,822**	**155,398**	**192,548**	**167,273**	**150,685**	**189,130**	**156,174**	**173,520**	**161,200**	**213,636**	**186,143**